UNITED
NATIONS

CEDAW

Convention on the Elimination of all Forms of Discrimination Against Women

Distr.
GENERAL

CEDAW/C/5/Add.6
22 December 1982

ORIGINAL: ENGLISH

Committee on the Elimination of Discrimination Against Women (CEDAW)
Second session

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Initial reports of States Parties

PHILIPPINES

V.82 34483

A. Introduction

This report of the Republic of the Philippines as party to the U.N. Convention, is made in compliance with its section 18, through the National Commission on the Role of Filipino Women (NCRFW). The NCRFW is the agency designated to monitor measures taken by all ministries, bureaus, agencies and other offices of Government directed under Letter of Instructions No. 974 issued on 5 January 1980 to take measures specified therein for the implementation of the provisions of the Constitution, of laws and of international conventions and other agreements relating to the elimination of discrimination against women and their integration in partnership with men in the national development effort.

The measures taken during the period starting 3 September 1981 to the date of this report are the continuation of efforts taken in the Philippines both by the public as well as the private sectors, to achieve equal treatment for women and eliminate discrimination against them. These efforts can be traced as far back as 1901 when universal education was introduced in the Philippines. Through the years other legislation have been adopted and implemented to remove discrimination against women; recognition of women has taken such form as their appointment as members of the cabinet, the judiciary and election to public office. One of the latest of these is the appointment of 6 women legislators as Ministers of state and a woman has been appointed as member of the Executive Committee, the body provided in the constitution to take over the functions of President in case of vacancy in that office. Although the task has not been completed, measures are being taken to achieve the goal of eliminating discrimination de jure as well as de facto. The U.N. Decade for Women has stimulated these efforts. The Philippine National Plan of Action based on the World Plan of Action adopted in Mexico City in 1975 and modified pursuant to the Programme of Action formulated in 1980 at Copenhagen is being followed. Letter of Instruction No. 1066 issued by the President on 18 September 1980 designated the Ministers of Labor and Employment, The Minister of Education and Culture and the Minister of Health to look into priority areas as spelled out in the Targets and Strategies for the Full Participation of Women in Socio-Economic Development 1980-1985 adopted by the 2nd National Women's Congress. Three Commissioners of the NCRFW are assigned to coordinate and recommend National Targets and Strategies and to make progress reports thereon periodically.

The monitoring of the measures taken and progress achieved under the U.N. Convention on the Elimination of All Forms of Discrimination Against Women is an added

dimension to the monitoring and reporting system required under national law extending them to the international field. It has introduced urgency in the processes because obligations to report under the convention have to be met on dates set by the U.N.

To meet the U.N. deadline a questionnaire was sent out to the ministries, bureaus, agencies and other offices of government as well as to private entities seeking information on the measures taken to implement the convention. Thirty-eight (38) out of the 105 questionnaires returned, and out of the 38, only 25 were answered.

Attached in tabulated form (Report Annex) are the responses, arranged according to the information called for under the different sections of the U.N. Convention, and which are summarized as Part B of the Report.

B. Number of Researches and Action Programs Undertaken by Agencies Under the Different Article Numbers.

C. Conclusion

This summary of activities is partial, coming as it does from slightly over one-third of the government agencies expected to have women as a special concern.

That the situation is under serious consideration and study is indicated by the amount of research completed and underway. Action programs reported manifest a vigorous implementation of the national policy.

These positive results notwithstanding, much remains to be done: The Philippines remains one of the Asian countries where laws discriminatory against women remain in the statute books. The National Five Year Development Plan for 1983-1987 may provide an unfortunate setback to women's right to equal treatment as it still classifies women as among special types of workers together with the disabled and the minors. It also limits its provisions on women to those belonging to a nutritionally at-risk group: pregnant and lactating mothers. There is a continuing need to identify gaps between de jure and de facto discrimination against women, as practices long observed are more difficult to obliterate. And, steps must be taken to strengthen the effectiveness of both the women's groups and the National Commission on the Role of Filipino Women, so that these may reach women at all levels, know their needs, and help develop their potentials.

B. Number of Researches (R) and Action Programs (AP)
Undertaken by Agencies Under the Different Article Numbers*

Implementing Agency GOVERNMENT	2+3		5		6		7		8		10		11		12		13		14		16	
	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP
Commission on Women (NCRFW)		1				1		1					3	1				1	2	3		
University of the Phils.	1																		1			
Batasang Pambansa		12	(Parliamentary Bills)																			
Ministry of Education (MECS)				5				1				15		1								
Ministry of Health				2		1						2									1	
Ministry of Labor (MOLE)					1	3							5	6					1	1		
Commission on Election								3				1										
Central Bank								1		1		2		2				1				
Ministry of Justice								1														
Ministry of Foreign Affairs								2		3		1		1								
Ministry of Finance								1		1												
Office of Prime Minister								1		1												
Ministry of Public Works								1		1												
Family Planning of the Phils.										3										5		

* Answers are not mutually exclusive, i.e. each activity was listed under one or several articles when appropriate.

Number of Researches and Action Programs - Con't

Implementing Agency	Article No.																							
	2 and 3		5		6		7		8		10		11		12		13		14		16			
Government	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	RP		
Technological University of the Philippines												1		1								:		
Nutrition Center of the Philippines												2				3					2	:		
Ministry of Agriculture												1									4	:		
Philippine Medical Care Commission												3		1								:		
Ministry of Social Service and Development (MSSD)												1		2								:		
KKK Secretariat														1								:		
Ministry of Human Settlements														2								:		
National Science and Technology Authority(NSTA)															12							:		
PRIVATE	2 and 3		5		6		7		8		10		11		12		13		14		16			
	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP	R	AP		
Population Center			1	2					1		3	2		1					1	3		:		
Philippine Social Science Council																						:		
Y W C A						1																:		
TOTAL		14	1	9	1	5		9		7	3	36	9	18	15			2	5	18	1	:		

REPORT ON MEASURES ADOPTED TO GIVE EFFECT TO THE PROVISIONS OF THE UN CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN COVERING THE PERIOD STARTING 3 SEPTEMBER 1981 TO 31 AUGUST 1982

Report Annex

SUMMARY OF ACTIVITIES UNDERTAKEN BY AGENCIES PURSUANT TO THE UN CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Article 2 + 3 urge states to adopt legislative and policy measures in all fields to eliminate discrimination against women.

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
1. Monitoring of LOI 774 on the integration of women in national development. Monitoring started with dissemination of the LOI to all concerned agencies followed by a survey on activities undertaken pursuant to its provisions.	Issued as of January 1980	continuing	NCRFW in co-ordination with other agencies
2. Review of Civil Code to eliminate provisions discriminatory to women	1979 - present	Pending approval by the Parliament	U.P. Law Centre, U.P. College of law with National Commission on the Role of Filipino Women.
3. Batas Pambansa Blg. 186, entitled "AN ACT INCREASING THE PENALTY FOR WHITE SLAVE TRADE, AMENDING FOR THE PURPOSE ARTICLE 341 OF THE REVISED PENAL CODE." (The purpose of this bi bill is to strengthen the moral foundation of our society by eliminating or reducing causes of moral decadence. The original penalty of prison correctional in its medium and maximum periods for persons engaging in white slave trade was increased to prision major in its medium and maximum periods).	March 8, 1979 - present	March 16, 1982 it was made into a law	Batasang Pambansa
4. Parliamentary Bill No. 1121, entitled "AN ACT AMENDING CERTAIN SECTIONS OF REPUBLIC ACT NUMBERED THREE HUNDRED EIGHTY-SIX, OTHERWISE KNOWN AS THE CIVIL CODE OF THE PHILIPPINES." (This bill proposes to amend certain provisions of the Civil Code to afford the Filipino Women full equality before the law, especially in matters pertaining to family life. This will enable them to develop and achieve full potentials as human beings by according the same rights, privileges and duties enjoyed by Filipino women under the Civil Code.	July 14, 1980 - present	Still pending in the Committee on Revisions of Laws and Codes and Constitutional Amendements	Batasang Pambansa (Introduced by Assemblywoman Carmencita O. Reyes)

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
5. Parliamentary Bill no. 1138, entitled "AN ACT TO ELIMINATE DOUBLE STANDARD OF MORALITY IN THE CRIMES OF ADULTERY AND CONCUBINAGE BY IMPOSING LIKE PENALTIES FOR SUCH OFFENSES: AMENDING FOR THE PURPOSE ARTICLE THREE HUNDRED AND THIRTY-FOUR OF THE REVISED PENAL CODE." (The present laws on adultery and on concubinage have a double standard of morality. Since there is no valid reason for the distinction except to protect the male ego this double standard is sought to be eliminated. This bill seeks to impose the penalty of prision correctional in its medium and maximum periods.)	July 18, 1980 -present	Pending in the Committee on Revision of Laws and Codes and Constitutional Amendments.	Batasang Pambansa (Introduced by Assemblymen David and Fernandez (F)
6. Parliamentary Bill no. 1113, entitled "AN ACT AMENDING ARTICLES THREE HUNDRED THIRTY-SEVEN AND THREE HUNDRED THIRTY-EIGHT OF THE REVISED PENAL CODE AND FOR OTHER PURPOSES." (This bill seeks to increase the penalties for the crimes of qualified seduction and simple seduction.)	June 18, 1980-present	Pending in the Committee on Revision of Laws and Codes and Constitutional Amendments.	Batasang Pambansa (Introduced by Assemblymen Mangilinan, Nario, Roman and Torres).
7. Parliamentary Bill No. 1561, entitled "AN ACT GRANTING MENSTRUATION LEAVE TO WOMEN EMPLOYEES." (This bill seeks to grant a menstruation leave of one day a month to women employees in the government service and in private establishment to enable our working women a respite in their daily occupation at a time when their efficiency is most affected due to the pain and other accompanying inconveniences of the menstrual period.	July 30, 1981	still pending	Batasang Pambansa (Introduced by Assemblyman Raquiza).

ARTICLE NO. 2 and 3

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
8. Parliamentary Bill No. 953, entitled "AN ACT IMPOSING DEATH PENALTY FOR THE CRIME OF RAPE WHEN THE VICTIM IS A WOMAN UNDER TWELVE YEARS OLD AMENDING FOR THE PURPOSE ARTICLE THREE HUNDRED AND THIRTY-FIVE OF THE REVISED PENAL CODE." (This still seeks to impose the death penalty for the crime of rape when committed against a woman who is under twelve years old. Imposing the death penalty, instead of the present penalty of reclusion perpetua, could be a deterrent in the commission of this barbaric act.	March 19,1980 - present	Pending in the Committee on Revision of Laws and Codes, and Constitutional Amendments.	Batasang Pambansa (Introduced by Assemblyman Monfort)
9. Parliament Bill No. 1135,entitled "AN ACT INCREASING THE PENALTY FOR THE CRIME OF RAPE WHEN IT IS COMMITTED WITH THE USE OF DEADLY WEAPONS OR BY TWO OR MORE PERSONS OR IN THE PRESENCE OF THE VICTIMS HUSBAND OR ANY MEMBER OF HER FAMILY, AMENDING FURTHER FOR THE PURPOSE ARTICLE THREE HUNDRED THIRTY-FIVE OF THE REVISED PENAL CODE AS AMENDED." (This bill seeks to impose the death penalty for the crime of rape under the circumstances mentioned. The authors of the bill believe that it may serve as a deterrent in the commission of rape.	July 28, 1980 -present	Pending in the Committee on Revision of Laws and Codes, and Constitutional Amendments.	Batasang Pambansa (Introduced by Assemblymen Davide, Cortominas and Fernandez (F)
10. Parliament Bill No. 602, entitled "AN ACT FIXING THE MINIMUM AGE TO CONTRACT MARRIAGE AT EIGHTEEN YEARS AMENDING FOR THE PURPOSE CERTAIN ARTICLES OF THE CIVIL CODE OF THE PHILS. The purpose of this bill are the following: a. To strengthen the institution of marriage and the family.	June 5, 1979 - present	Pending in the Commission on Revision of Laws and Codes, and Constitutional Amendments.	Batasang Pambansa (Introduced by Assemblymen Tupaz, Polaez, Espinoza, Nuñez and Navarro)

ARTICLE NO. 2 and 3

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
b. To check the high population growth rate; and c. To minimize the high mortality and morbidity rate for both: mother and baby.			
11. Parliamentary Bill No.613,entitled "AN ACT AMENDING ARTICLE EIGHTY-FOUR OR REPUBLIC ACT NUMBERED THREE HUNDRED EIGHTY-SIX,OTHERWISE KNOWN AS THE CIVIL CODE OF THE PHILIS. AND FOR OTHER PURPOSES." (this bill proposes to allow the issuance of a marriage license to a widow after 30 days following the death of her husband, instead of 300 days as originally provided in the Civil Code.	June 14, 1979 - Present	Pending in the Committee on Revision of Laws and Codes, and Constitutional Amendments.	Batasang Pambansa (Introduced by Assemblymen Pimentel and Ramos)
12. Parliamentary Bill No.353,entitled "AN ACT REPEALING ARTICLES ONE HUNDRED THIRTY AND ONE HUNDRED THIRTY-ONE OF PRESIDENTIAL DECREE NUMBERED FOUR HUNDRED FORTY-TWO, AS AMENDED,OTHERWISE KNOWN AS THE LABOR CODE OF PHILIS. "(This bill seeks to repeal Articles 130 and 131, of the Labor Code of the Philis. which prohibits the employer from hiring working women to perform work in the evening up to 6 o'clock in the morning unless she is given eight consecutive hours period of rest. Instead of producing favorable results, it turned out to be disadvantageous to women because employers would prefer hiring men to avoid the prohibition and compliance with the additional requirements,thereby resulting in discrimination against woman. With the repeal of these provisions, many working women will be benefited by enjoying equal working opportunities for night-time employment.	1978	Pending in the Committee on Labor, Employment and Manpower Development.	Batasang Pambansa (Introduced by Assemblyman Monfort)

ARTICLE No. 2 and 3

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
13. Strenthening of women's role in peace negotiations such as in disarmament and other political issues considered by the UN General Assembly and Security Council.	-	-	Ministry of Foreign Affairs.
14. Issuance of LOI 1066 (Phippine Targets/ Strategies for Full Participation of Women in Socio-Economic Development 1980-1985) This LOI requires Commissioners in the NCRFW representing Education, Health and Employment to coordinate implementation of Philippine Targets and Strategies and to report such activities every 6 months to the President.	Issued as of September,1980- continuing	A report every (6) months is submitted to NCRFW by the three M. Ministries. (Health, Education and Employment.)	Three (3) Commissioners of the National Commission on the Role of Filipino Women referred to in the LOI in coordination with other agencies.

ARTICLE NO. 5 * Urges states to modify social and cultural patterns of conduct to eliminate sex-based prejudices and ensure that family education includes a proper understanding of maternity and child rearing as common responsibilities of husband and wife.

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
A. Researches:			
1. Masculinity/Femininity Concepts and their Bearing on the National Population Program	1981 - 1982	On-going	Population Center Foundation
Program Phase II (will help develop and test a single theme multi-media communication campaign to make husband more aware of his joint responsibility with wife and family).	1982	For implementation	Population Center Foundation
B. Action Programs:			
1. Curricular Reforms in the Elementary Learning Continuum with emphasis on the attitudes and values to eliminate prejudices, stereotyping of roles, etc.	Year-Round	Integrated into primary inter-	Ministry of Education, Culture and Sports
2. Implementing Scholarships Programs: Encouraging girls to enroll in traditionally male-dominated courses.	Once a Year	On-going Program	Ministry of Education, Culture and Sports
3. Issuance of Memorandums to MEC employees for guidance:		Strategies have been defined and are implemented.	Ministry of Education, Culture and Sports
a) Memo No.193 s.'80-entitled Philippine Targets and Strategies for Full Participation of Women in Socio-Economic Development.	1980-1985		
b) Memo No.19 s.'80 - Integration of Women in National Development	1980-1985	Implementation is on-going	Ministry of Education, Culture and Sports
c) Memo No.118 s.'80 - Women's Rights Movement of the Philippines Scrapbook Contest - "Honor our Outstanding Women".	1981	Completed	Ministry of Education

ARTICLE NO. 5

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
4. Seminar-Workshop on the preparation of instructional materials emphasizing equality of men and women; women's rights, roles, etc.	1980-1985	Materials were prepared in 1976 and tried out in different regions. Mass printing was not possible due to lack of funds	Ministry of Education, Culture and Sports Bureau of Elementary
5. Seminars on Family Planning and Responsible Parenthood, Nutrition and Health Care in the division, district and school levels.	Year-Round	Periodic Seminars conducted by teachers with some resource persons.	Ministry of Education, Culture and Sports
6. Slide and Tape Presentation for Young Men and Women. Only Module II	1982	On-going	Population Centre Foundation
7. Film on Male Responsibility in Family Planning	1982	For implementation	Population Centre Foundation
8. Family Planning Information, Education and Communication	Continuing activities	On-going	Ministry of Health - National Family Planning Office

ARTICLE NO. 6 urges states to take all measures to suppress women trafficking and exploitation.

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
A. Researches:			
1. Research on the Conditions of women workers based in Hongkong.	1981	Report under preparation	Ministry of Labor and Employment - Institute of Labor Manpower Services
B. Action Program:			
1. Tie-up with other union organizations for the possibility of organizing the hospitality girls into a labor union.	1982	Continuing	Ministry of Labor and Employment - Bureau of Women Minors
2. Tie-up with vocational institutions on its program for exploited women to help them find alternative sources of income	1982	From 13 hospitality girls referred, 7 are in vocational courses and 6 are in job skills training	Ministry of Labor and Employment - Bureau of Women and Minors
3. Family Planning Counselling/Services for "hospitality girls" in the social hygiene clinics of the Ministry of Health	1980	On-going	Ministry of Health -National Family Planning Office
4. Fora on-women trafficking/hosting of First Asean consultation on women's trafficking	1981-1982	Completed	NCRFW, YWCA and Civic Groups
5. Conduct of briefing seminars for women workers in the Hospitality Industry	Started in 1978	On-going program. As of 1982 some 12,000 hospitality girls have been reached by the program.	Ministry of Labor and Employment - Bureau of Women Minors

ARTICLE NO. 7 urges states to adopt appropriate measures to eliminate discrimination in political and public life particularly in elections, in holding public office and government planning and participation in non-governmental concerned with public and political issues.

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
B. Action Programs/Activities			
1. Promotions in key positions based on Merit Promotion Plan	1980-present	Active	Commission on Elections Central Bank
2. Participation of Women in Selection Board and Merit and Promotion Board	1980-present	Active	Commission on Elections
3. Membership in the Credit Union Board of the agency	1980-present	Active	Commission on Elections
4. Issuance of Memo to MEC employees for guidance:			
a) Memo ≠ 198 s. '80 - entitled Philippine Targets and Strategies for Full Participation of Women in Socio-Economic Development.	1980-1985	Strategies have been defined and are implemented	Ministry of Education, Culture and Sports
b) Memo ≠ 19 s. '80 - Integration of Women in National Development.	1980-1985	Implementation is on-going	Ministry of Education. Culture and Sports
c) Memo ≠ 118 s. '80 - Women's Rights Movement of the Philippines Scrapbook Contest - Honor our Outstanding Women".	1981	Completed	Ministry of Education, Culture and Sports
5. Sent representatives to attend in the different seminars, workshops and conferences on women's affairs and in other professional activities, as participants or speakers.	1980-present	Active-Participation	MInistry of Justice.

ARTICLE NO. 7

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
6. Reactivation of the Ministry of Foreign Affairs Women's Association.	1982	for action before year ends	Ministry of Foreign Affairs
7. Proposal re: proportional representation of women in the Ministry of Foreing Affairs in policy bodies pursuant to LOI 1974 "Integration of Women in Nati... Development"	-	under study	Ministry of Foreign Affairs
8. Seminar-Workshop on "Development Planning and the Rules and Status of Women in the Philippine". Explored linkages between development policies and the role of status of women in the Philippines.	Sept. 10-11 1981	completed	Philippine Social Science Council, Incorporated
9. Encouraging participation of women in political, and public life. During the most recent elections, the percent of women elected as barangay captains increased from 3.89% in 1979 to 9.58% in 1982. Women are appointed/elected to high government positions to wit: 11 out of 171 assemblymen 2 out of 18 line ministers 6 out of 23 ministers of state 1 out of 4 deputy political ministers 1 out of 11 members of the executive committee.			

ARTICLE NO. 8 urges states to ensure equal opportunity of men and women to represent their government in international activities.

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
B. Action Programs:			
1. Sending of women delegates to international conventions to represent the Philippine government. Selection of delegates is based on qualifications rather than sex.	on-going		Central Bank; Ministry of Finance Office of the Prime Minister-MFWH
2. Preparation of a list of outstanding women for submission to the Ministry of Foreign Affairs to give women opportunity to be chosen as delegates to international conferences.	1982	on-going	NCRFW in coordination with Ministry of Foreign Affairs

ARTICLE NO. 8

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
3. Put-up candidatures and won election of the Philippines to following United Nations bodies, with Women representing the country: a) United Nation's Committee on the Elimination of All Forms of Discrimination Against Women (Dr. Irene R. Cortes) b) United Nation's Commission on the Status of Women (Ambassador Rosario G. Manalo) c) Regional Center for Research on Coarse Grains, Pulses, Roots and Tubers under ESCAP (Assistant Minister Nelia Gonzales)	---	---	Ministry of Foreign Affairs
4. Strengthening of women's role in peace negotiations such as in disarmament and other political issues considered by the United Nations General Assembly and Security Council.	---	for implementation	Ministry of Foreign Affairs

ARTICLE NO. 10 urges states to grant equal opportunities in education particularly in career and vocational guidance, in scholarships, programs of continuing education, sports and physical education, and access to information education.

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
A. Researches:			
1. Masculinity/Femininity Concepts and their Bearing on the National Population Program Phase II.	1982	For implementation	Population Center Foundation
2. Masculinity/Femininity Concepts and their Bearing on the National Population Program Phase II	1982	For implementation	Population Center Foundation
3. Pregnancy Termination Study in Philippine Hospitals (Development of Information-Education-Communication materials for mothers).	1982	on-going	Population Center Foundation
B. Action Program:			
1. Programs Implemented in Line with Agency's Functions			
a) Raising literacy rate for women thru:			
1) Giving equal access to both boys and girls in all levels.	on-going	active	Ministry of Education, Culture and Sports - Bureau of Elementary Education
2) Encouraging parents to permit girls to continue studies beyond primary level	on-going	active	Ministry of Education, Culture and Sport - Bureau of Elementary Education
3) Integrating practicl/subjects into primary school education	on-going	active	Ministry of Education, Culture and Sports - Bureau of Elementary Education

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
4) Implementing accreditation and Equivalency schemes	on-going	active	Ministry of Education, Culture and Sports Bureau of Elementary Education
5) Provisions of Incentives for Increased enrollment of females in Science and Mathematics courses	on-going		Ministry of Education, Culture and Sports
6) Continuation of Literacy programs for women by the National Commission on the Role of Filipino Women- Balikatan sa Kaunlaran program	on-going		National Commission on the Role of Filipino Women- Balikatan sa Kaunlaran
b) Revitalization of guidance programs eleminating prejudices against women.		on-going	Ministry of Education, Culture and Sports
c) Organizing Balikatan Units at barangay levels (with emphasis on economic community projects in a "shoulder to shoulder effort by men, women and youth).	year-round	on-going	Ministry of Education, Culture and Sports Bureau of Elementary Education National Commission on the Role of Filipino Women
d) Balikatan sa Family Planning (Phase I)- provides training and opportunity for women in delivery of family planning and other health services.	June 1980 July 1982	Completed	Population Centre Foundation
1) Slide and tape Presentation:			
1. On women and family planning	1982	For implementation	Population Center Foundation
2. For young men and women only- Module II	1982	For implementation	Population Center Foundation

ARTICLE NO. 10

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
2) Film on Male Responsibility in Family Planning	1982	For implementation	Population Center Foundation
e) Women's International Training Program for Development (WINTRAP) (designed to train women leaders in organizing/mobilizing community resources for population and family planning activities).	1982-1983	on-going	Family Planning of the Philippines
f) Women's Development through family planning and Population Education in Baguio City	----	Completed	Family Planning of the Philippines
g) Massive family Planning Education through Responsible Parenthood Clubs (Cebu City)	1981	Completed	Family Planning of the Philippines
h) Study Now and Pay Later Plan In:			
1) Common Program for poor but deserving students in High Schools.	Schoolyear 1977 present	on-going	Ministry of Education, Culture and Sports - National Educational Loan Assistance Center
2) Pilot Schools in Agriculture, Fishery and Trade (Reserves slots for Students from less developed areas).	Schoolyear 1978 present	on-going	Ministry of Education, Culture and Sports - National Educational Loan Assistance Center
3) Project for:			
a) State Colleges and Universities (Reserves slots for state colleges and universities for loan assistance).	1979-present	on-going	Ministry of Education, Culture and Sports - National Educational Loan Assistance Center

ARTICLE NO. 10

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
b) Teacher Education	1979-present	on-going	Ministry of Education, Culture and Sports - National Educational Loan Assistance Center
c) Agrarian Reform	Schoolyear 1980	on-going	Ministry of Education, Culture and Sports - National Educational Loan Assistance Center
d) Prototype Technical Technician School	Schoolyear 1978	on-going	Ministry of Education, Culture and Sports - National Educational Loan Assistance Center
e) Private School in Engineering Education	Schoolyear 1979 1980 present	on-going	Ministry of Education Culture and Sports National Educational Loan Assistance Center
4) Tie-ups with:			Ministry of Education Culture and Sports National Educational Loan Assistance Center
a) National Housing Authority for the resettlement areas for granties	1977-present	on-going	
b) Jose Fabella Memorial Schools (Wlefareville)	1982-1983 present	on-going	Ministry of Education Culture and Sports National Educational Loan Assistance Center
c) Polythecnic University of the Philippines (Sta. Mesa) Short Courses	1982-1983-present	on-going	Ministry of Education, Culture and Sports - National Educational Loan Assistance Center

ARTICLE No. 10

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
d) Ministry of Social Services Development (depressed areas in Manila)	1982-1983-present	on-going	Ministry of Education, Culture and Sports, National Educational Loan Assistance Center
e) National Seamen's Board Region IX-Zamboanga School of Arts and Trade	1982-1983-present	on-going	Ministry of Education, Culture and Sports, National Educational Loan Assistance Center
f) Sanguniang Pampook Region IX	1982-1983-present	on-going	Ministry of Education, Culture and Sports, National Educational Loan Assistance Center
5) Kabataang Barangay Foundation (KB Members were given opportunity to study under the Study Now Pay Later Plan)	Schoolyear 1979-1980-present	on-going	Ministry of Education, Culture and Sports, National Educational Loan Assistance Center
6) Pre-Industrialization Plan for Region IX (The qualified poor were given priorities for the study grant)	1980-1981-present	on-going	Ministry of Education, Culture and Sports, National Educational Loan Assistance Center
7) Education Program for Physically disabled or physically handicapped but mentally gifted High School graduates	1982-1983-present	on-going	Ministry of Education, Culture and Sports, National Educational Loan Assistance Center
8) Pre-Seamen's Training Program (For Don Bosco Youth Center in Tondo)	1982-1983-present	on-going	Ministry of Education, Culture and Sports, National Educational Loan Assistance Center

Article No. 10

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
9) 1) Scholarships for faculty program (national/international)	Jan. 1980 - July 1982	on-going	Technological University of the Philippines
2) Scholarships for college students			
3) Athletic scholarships for students			
4) Cultural scholarships (open to both male and female)			
10) Mental Health Feeding Program: Nutri Hut Project (Equivalent to the Malward) in remote areas where there are no hospitals	1976 - present		Nutrition Center Foundation
11) Training Programs:			
1) Local Training of private sectors	1975 - present	continuing	Nutrition Center Foundation
2) Sectoral training through seminar-workshops	1975 - present	continuing	Nutrition Center Foundation
3) Nutrition Institute for Distance Study (a system of continuing education which utilizes print media to disseminate programmed information on a national scale).	1976 - 1980	Manuals produced were disseminated to physicians	Nutrition Center Foundation
4) Nutrition Information Series for Teachers (Teacher-Child-Parent Approach provides and private elementary school teachers in depressed regions with nutrition materials applicable for classroom and community use.	1977 - present	Materials were disseminated and a pre-evaluation of the project was conducted in Region V last year	Nutrition Center Foundation

Article No. 10

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
2) Programs Implemented in line with Agency's Policies (Government)			
a) Study Grants			
1) for staff and women leaders-in home economics and nutrition/community health specialization (local and abroad)	1980 - 1982	4 completed 3 on-going	MA-Bureau of Agricultural Extension
2) Middle Management Course (International)	February 10 - May 1982	Completed	Office of the Prime Minister Ministry of Public Works and Highways
b) Availment of scholarships by all qualified personnel regardless of sex	-	-	Philippine Medical Care Commission
	-	-	Ministry of Health - Bureau of Dental Health Services
c) Encouragement of staff to attend seminars/ conferences/trainings within or outside the Commission for staff development.		Continuing undertaking	Philippine Medical Care Commission
1) Training Programs/Scholarships: Agency promotes and sponsors the study and training at home and abroad, of qualified personnel who are selected on the basis of appropriate competitive exams.	-	-	Central Bank of the Philippines
2) Participation of Ministry of Foreign Affairs personnel at Training Courses under the Foreign Service Institute such as "Conference Diplomacy and Basic Officer Training Course: Anlaysis on International Events, etc.	-	on-going	Ministry of Foreign Affairs

Article No. 10

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
3) Participation of men/women in sports and cultural activities.	on-going	active participation of all those concerned.	Ministry of Health - Central Office
d) Regular supervision of education officials of classes to ensure the proper implementation of curriculum imperatives such as the role of women in today's society.	on-going		Ministry of Education, Culture and Sports

Article No. 11 urges states to eliminate discrimination against women in employment, specifically rights to same employment opportunities, to free choice of profession, to promotion, to equal remuneration, social security, protection of health and safety and to avoid discrimination against women on the grounds of marriage or maternity.

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
A. Researches:			
1. A longitudinal Study of Working Women at the Bataan Export Processing Zone and Nuptiality and Fertility Effects (also basically explore into a particular work situation involving women employees.)	June 1980	on-going	Population Center Foundation
2. Study on Women Membership and Leadership in Labor Unions (of women members/ officers in labor unions).	1980 - 1981	Completed	Ministry of Labor and Employmen - Bureau of Women and Minors
3. Research on Women Personnel Managers (no. of women personnel managers - a directory of women personnel managers).	1981	Continuing	MOLE - Bureau of Women and Minors
4. Study of Maternity Benefits as Integrated into the SSS to determine the number of women enjoying maternity benefits and the extent of maternity protection afforded them.	1980	Continuing	MOLE - Bureau of Women and Minors
5. Study on the Status of Women in Nightwork in Industry in Metro Manila.	1980 - 1981	Continuing	MOLE - Bureau of Women and Minors
6. Evaluation on the extent of compliance of labor law provisions particularly affecting working women through complaints received and reports submitted to the Bureau and other Ministry of Labor and Employment agencies.			Ministry of Labor and Employment - Bureau of Women and Minors

../...

(ctd.)

Article No. 11

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
7. Discrimination Against Women and Employment Policies	Sept. - Nov.81	completed	NCRFW
8. The Role of Women Lawyers in the Philippines	Feb. - May 82	completed	NCRFW
9. Status of Women in Government and Private Sector	July 82 - pres.	on-going	NCRFW

Article No. 11

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
B. Action Programs:			
1. Programs Implemented in Line with Agency's Functions:			
a) Self-employment Assistance Program and its various strategies such as paluwagan, kalusugan, bigay-buhay (provides ample services to families to generate summplemental income to adequately meet family basic need). As of end of 1981, 128,000 clients have been served. 50% were women (mothers and family members).	1972 - present	on-going	Ministry of Social Services and Development
b) Practical Skills training and job placement (PSR/JP) 74% are women and are immediately on a job after training.	Jan. 1980 - Dec. 1981		Ministry of Social Services and Development
c) Rendered guidance and counselling services regarding employment and educational opportunities, problems and possible solutions to work situations, ways and means to reconcile home and job responsibilities.	-	-	Ministry of Labor and Employment - Bureau of Women and Minors
d) Provisions of technical and advisory services in the Ministry of Labor and Employment regional offices, management, labor, professional and student groups through consultations and advisory services.	-	-	Bureau of Women and Minors

../...

ARTICLE No. 11

ACTIVITIES	Period Covered	Status	Implementation Agency
f) Intensificiation of the information dissemination program of the Bureau of the rights and privileges of women workers, government and non-government agencies services, afeccting them through distribution of brochures and other informative materials and through radio and television programs.	------	------	Bureau of Women and Minors
g) Maintenance of data bank on women workers for references in policy formulation and information dissemination.			Bureau of Women and Minors
h) Intensification expansion of Balikatan sa Kaunlaran income generating activities thru a tie-up with the national livelihood program(Kilusang Kabuahayan at Kaunlaran or KKK)	1982 - present	Memo of Agreement signed;Detailed implementation for their study.	Kilusang Kabuhayan at Kaunlaran Secretariat with National Commission on the Role of Filipino Women
i) Conferences/Workshops			
1. Conferences on women in Trade Union (Participation of women in trade unions)	November 1980 - June 1982	Continuing	Ministry of Labor and Employment - Bureau of Women and Minors
2. First National Consultation Meeting of Working Women in the Philippines:"Implementing of Socio-Economic Targets 1981-1985 (was organized by Ambassador Rosalinda V. Tirona with the assistance of Assembly-Woman Carmencita Reyes).	------	-------	Ministry of Foreign Affairs

ARTICLE NO. 11

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
2. Programs Implemented in Line with Agency's (Government) Policies			Philippine Medical Care Commission
a. Criteria for Recruitment, Placement and promotion of personnel are applicable to both sexes and subject to approval by the Civil Service Commission.	January, 1980 July, 1982	350 Male 335 Female	Technological University of the Philippines Central Bank of the Phils.
	January, 1980 July, 1982	115 Male 272 Female	Technological University of the Philippines
Issuance of Executive Order No. 722 providing for a three-step increase in the salaries of teachers (80% women) and raised the minimum hiring rate from P666 to P774.	Issued August 1982		Ministry of Education, Culture and Sports.
	---	---	Central Bank of the Philippines
	July 8, 1982	3 Male 17 Female All promotions took effect per prescription made by Civil Service Commission	Ministry of Human Settlements Regulatory Commission
b. Employees benefits - all personnel are entitled to fringe benefits like the Bank equity pay, clothing allowance, children's allowances, etc.	---	---	Central Bank of the Philippines
c. Reorganization (the recent reorganization effective in March 1982 resulted in the appointment/designation of 36 officers (from director level to depallment head).	March-December 1982	All appointed/ designated officers have assumed their positions and exercised their functions	Ministry of Human Settlements Regulatory Commission

ARTICLE NO. 12 urges states to take measures to eliminate discrimination in the field of health care, particularly in connection with pregnanc, confinement and postnatal period.

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
A. Researches			
1. Weight changes During Pregnancy and Lactation Among Middle-High Income Groups of Filipino Women.	1980-1981	Completed	Food + Nutrition Research Institute, NSTA
2. The Basal Metabolic Rate Data of Some Filipino Pregnant Women	1980-1981	Completed	Food + Nutrition Research Institute, NSTA
3. Studies on the Effect of Maternal Anemia on the Outcome of Pregnancy	1982-1983	On-going	Food + Nutrition Research Institute, NSTA
4. Optimum Iron Supplementation Using Different Dose Levels of Filipino Pregnant Women (Information on these will help in saving financial resources since unnecessary iron doses will be avoided.)	1978-1981	Completed	Food + Nutrition Research Institute, NSTA
5. Riboflavin Deficiency and Anemia in Pregnant Women	1978-1981	Completed	Food + Nutrition Research Institute, NSTA
6. The Role of Red Blood Cell Protoporphyrin, Serum Copper and Ceruloplasmin in the Etiology of Nutritional Anemia Among Pre-School children and Pregnant Women.	1980-1982	On-going	Food + Nutrition Research Institute, NSTA
7. Beliefs, Attitudes and Practices on Breast-feeding Among Some Parturient Mothers	1980-1981	Completed	Food + Nutrition Research Institute, NSTA
8. Artificial, Milk Preferences Among Urban Parturient Mothers (the study of possible strategies in promoting the wider accept-ance and practice of breastfeeding	1980-1981	Completed	Food + Nutrition Research Institute, NSTA
9. Some Concepts About Breastfeeding Among Urban Parturient Mothers (Presents in details concepts about breastfeeding.'	1980-1981	Compelted	Food + Nutrition Research Institute, NSTA

ARTICLE NO. 12

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
10. Milk Feeding Practice of infants and children in the Philippines (Deals with the milk feeding methods and practices among children 1,201 - aged less than three)	1980-1982	Completed	Food and Nutrition Research Institute, NSTA
11. Identification of some Nutrition Misconceptions and their Correlation with Some Socio-Economic Factors. (Re-entitled "Nutrition Knowledge Among Adult Population in the Philippines) Seeks to find out existing beliefs and misconceptions among homemakers in specific regions of the country.	1979-1981	Completed	Food and Nutrition Research Institute, NSTA
12. Assessment of Infants and Toddlers, Usual Diet in the Philippines (An investigation on the dietary intake of some 2,113 filipino children aged 6 months - 4 years.)	1978-1982	On-going	Food and Nutrition Research Institute, NSTA
13. Food Forumulation (high calories - high protein food supplements are developed for the rehabilitation of severely malnourished children)			Nutrition Center Foundation
14. Study on the Development of a Program for the Control of Nutritional Anemia in the Philippines (aims to design and test a system for reducing incidence of iron deficiency anemia among pre-school children and pregnant women through iron supplementation.	1979-present	Iron supplementation for pregnant women is on-going in (1) province.	Nutrition Center Foundation
15. Pilot Monosodium Glutamate Fortification for the Control of Vitamin A deficiency (aims to evaluate the effect of fortifying Monosodium Glutamate (MSG) with Vitamin A in controlling Vitamin A in controlling Vitamin A deficiency (1) among 12-83 months old children.	1978-present	Data Processing of survey results	Nutrition Center Foundation

ARTICLE NO. 13 urges states to take measures to eliminate discrimination in other areas of economic and social life to insure right to family benefits, right to bank loans, mortgages and other forms of financial credit and the right to participate in recreational and sports activities.

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
B. Action Program			
1. Financial Credit/Loans (Male/Female employees have equal opportunity to avail themselves of different loans under the Central Bank Provident Fund such as the general purpose loan, educational loan, emergency loan, housing loan under the Central Bank Housing Fund, and other organized Credit Unions/ Savings and Loan Association which they are members.			Central Bank of the Phils.
2. Workshops to study the possibility of putting up a financial institution to assist women who are engaged in income generating projects.	Present	in progress	National Commission on the Role of Filipino Women

ARTICLE NO. 14 urges states to give particular attention to problems faced by rural women and the significant role they play in the economic survival of their families including their work in the non-monetized sectors of the economy and their participation in and benefit from rural progress.

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
A. Researches:			
1. A Longitudinal Study of Working Women at the Bataan Export Processing Zone and Nuptiality (Fertility Effects Attempts to explore possible effects that participation in formal economic sector may have on two demographic concerns - nuptiality and fertility).	June 1980 - present	On-going	Population Center Foundation
2. Identification of Outstanding BSK Projects	1981-1982	Completed	National Commission on the Role of Filipino Women
3. Action Research on Rural Women in Selected Philippine Plantations.	Jan. 1982 - stated	On-going	MOLE-Bureau of Rural Workers
4. Values of Rural Women in Different Cultural Settings: Implications for Education, Social and Economic Policies and Development Programs.	1981 - 1983	On-going	National Commission on the Role of Filipino Women - University of the Philippine College of Education
B. Action Programs:			
1. Phase I - Income Generating Project Development and Management	June 1980 -	Workshop terminated but activity is filtered down to the grassroots level.	Ministry of Agriculture (Bureau of Agriculture Extension)
a. Training of 12 extension home economists of the Ministry in the 12 Regions of the country for them to train grassroots women's organization in both income - generating project development and management and in home and family welfare activities.			
Phase II - Provisions of seed money provided on a loan scheme to identified and deserving projects of the grassroots women organization specifically those of the Rural Improvement Clubs (RIC)			

	ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
	Phase III - Workshop For the Home Management Technicians core trainor for evaluating family welfare projects.	May 1981-July82	Activities is filtered to grass-roots level.	Ministry of Agriculture (Bureau of Agricultural Extension)
2.	Rural Improvement Clubs Cooperatives (Series of workshops were held for the National RIC Board for cooperatives management)	June-July 1982	Training were completed	Ministry of Agriculture (Bureau of Agricultural Extension)
3.	Balikatan sa Family Planning (Phase I) (Training	June 1980-July, 1982	Completed	Population Center Foundation with NCRFW
4.	Balikatan sa Family Planning (Phase II) (Mobilization and developing capabilities of Balikatan units in implementing population/FP into and and services as integrated in their IGPs.	April 1982 March 1983	On-going	Population Center Foundation with NCRFW
5.	Filipino Women FP, Phase II (Training of trainors on project development, management and evaluation)	Dec.'79-Dec.'82	On-going	Population Center Foundation
6.	FP Through a Women's Development Project (involving them to initiate projects)		Completed	Family Planning Office of the Philippines
7.	FP Through 67 organized Mother's Clubs and Barangay Networks Surigano City (Involving the Clubs and the barangay)	Jan.-Dec.'81	Completed	Family Planning Office of the Philippines
8.	Young Rural Women's Involvement in FP and Community Improvement Through Baby Dressmaking (Sariaya, Quezon)	Jan.-Dec.'81	Completed	Family Planning Office of the Philippines
9.	**Family Planning Saturation Drive Among the Organized Ladies Action Group in San Jose City, Nueva Ecija.**	**Jan.-Dec. '81**	**Completed**	**Family Planning Office of the Philippines**
10.	**Management Training on Credit Cooperatives (to embark first into credit operations)**	**Aug. 2-6, '82**	**On a pilot area region was selected and action plans were drawn up.**	**Family Planning Office of the Philippines**

ARTICLE NO. 14

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
11. RIC Cooperatives Training	June 1982-July '82	Completed	Ministry of Agriculture - Bureau of Agricultural Extention
12. Development and Implementation of Socio-economic projects among organized rural workers (male-female)			MOLE-Bureau of Rural Workers
13. Nutribus Program Package (package of nutrition and health services)	1978-present	on-going implemented in 20 provinces, 12 cities 6 mun. and 2235 barangys	Nutrition Center of the Phils.
14. Area Development Program (designed to assist selected provinces in planning and implementing a package of interrelated projects such as socio-economic projects, agriculture, nutrition)	1979-present	Project piloted in selected provinces, cities and municipalities	Nutrition Center of the Phils.
15. Seminar Workshop on Better Living Through Coops for the Philippines Federation of Women for Coops., Inc.	April 2-4,1982	Completed	Bureau of Cooperative Dev.
16. Intensification of the Balikatan Sa Kaunlaran, a program primarily geared toward greater involvement of women in rural areas.	1978-present	On-going	National Commission on the Role of Filipino Women

ARTICLE NO. 16 urges states to ensure equality in matters relating to marriage and family relations.

ACTIVITIES	PERIOD COVERED	STATUS	IMPLEMENTING AGENCY
Action Programs:			
1. Family Planning Services (for couples of reproductive age who desire to speace or limit the no. of their children)	Started in 1970	On-going	Ministry of Health - National Family Planning Office